

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after April 10, 2004, are as follows: Average increases of 28 cents (3.3 percent) for Level 1 and 39 cents (3.4 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	195	8.67	12.45	7.51
CASHIER-CHECKER	624	7.99	8.41	7.13
OFFICE CASHIER	36	9.58	11.20	8.50
RECREATION ATTENDANT	14	8.43	8.83	8.01
DESK CLERK	124	9.05	9.17	8.25
NF - 2				
HEAD SALES PERSON	77	10.56	11.78	9.85
STORE DETECTIVE	37	9.93	11.12	8.77
HEAD CUSTOMER SVC ASST	7	11.11	13.50	9.79
PAYROLL CLERK	4	11.64	15.02	10.25
SECRETARY	35	11.19	13.30	10.00
ACCOUNTING TECHNICIAN	45	12.51	15.08	10.00
NF - 3				
EXECUTIVE SECRETARY	12	18.73	20.44	15.02

WAGE AREA : #002 Sacramento, California

ORDER DATE : February 2, 2004

SURVEY : #019/023-41-A